

Candid.

Executive compensation process

Candid's Board of Trustees establishes compensation for the President and reviews the compensation for other officers, Executive Vice President, and Vice Presidents on an annual basis. To inform decisions related to the President's compensation, the Board, through the use of an independent consultant, obtains information on compensation of functionally comparable positions for similarly qualified persons at similarly situated organizations. Documentation of the deliberations and decisions made are maintained in the minutes, which are adopted contemporaneously and maintained in the office of the president. The comparability data for the compensation of the President is reviewed annually and that of the other officers and senior staff is reviewed every few years. If any individual board member has a conflict of interest he or she would be required to be excluded from the discussion and decision under Candid's conflict of interest policy.